

e. The issuance or sale of the securities is ~~or would be unfair or inequitable to purchasers or~~ has worked or tended to work a fraud upon purchasers or would so operate;

h. The financial condition of the issuer affects or would affect the soundness of the securities; ~~or, except that applications for registration of securities by companies which are in the development stage shall not be denied based solely upon the financial condition of the company.~~ For purposes of this rule, a "development stage company" is defined as a company which has been in existence for five years or less.

Approved June 2, 1983

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## CHAPTER 170

### COMPARABLE WORTH EMPLOYMENT POLICY AND STUDY

H.F. 313

**AN ACT** establishing as the policy of the state that employees shall be paid at a rate based on comparable worth, providing for a study, and delaying the implementation of the policy.

*Be It Enacted by the General Assembly of the State of Iowa:*

Section 1. 79.17 COMPENSATION BASED ON COMPARABLE WORTH. It is the policy of this state that a state department, board, commission, or agency shall not discriminate in compensation for work of comparable worth between jobs held predominantly by women and jobs held predominantly by men. "Comparable worth" means the value of work as measured by the composite of the skill, effort, responsibility, and working conditions normally required in the performance of work.

Sec. 2. A study shall be conducted for the purpose of establishing an evaluation of jobs under the merit employment system on the basis of their comparable worth, with particular attention given to jobs predominantly held by women and jobs predominantly held by men. As used in this section, "comparable worth" means the value of work as measured by the composite of skill, effort, responsibility, and working conditions normally required in the performance of work.

The study shall be conducted within the limits of available funds and personnel and shall be supervised by the Iowa merit employment department. State agencies charged with the responsibility of administering various payroll systems shall cooperate with the Iowa merit employment department in helping to carry out the study. Within the limits of available funds, a contract with an independent, private firm having expertise in personnel administration shall be negotiated to conduct the study.

The legislative council shall appoint six persons to serve on a steering committee for the study, and the governor shall appoint a seventh member to the steering committee. The director of the Iowa merit employment department, the director of the Iowa civil rights commission, and the director of the Iowa commission on the status of women or their designees shall serve as advisors to the steering committee. The steering committee shall be responsible for

approving the final form of any request for proposal for a contract with a private firm to perform the study, and shall select the private firm to conduct the study from those firms submitting proposals.

In consultation with the Iowa merit employment department, the steering committee shall establish guidelines for carrying out the study and shall establish a date for the completion of the study. The steering committee shall be furnished with data from the study and progress reports on the study, as the steering committee deems necessary. The final report of the study shall be submitted to the steering committee, the legislative council, and the governor.

The Iowa merit employment department shall develop and submit to the governor and the legislative council an estimate of the appropriations necessary to implement the comparability adjustments for employees under the Iowa merit employment system as presented in the final report of the study.

Sec. 3. This Act shall not serve as a limitation on the provisions of chapter 601A but it shall be construed in harmony with chapter 601A and shall be construed liberally to effectuate its purpose.

Sec. 4. This Act, being deemed of immediate importance, takes effect from and after its publication in *The Jefferson Bee*, a newspaper published in Jefferson, Iowa, and the *West Des Moines Express*, a newspaper published in West Des Moines, Iowa. However, section 1 of this Act does not take effect until July 1, 1984.

Approved May 31, 1983

I hereby certify that the foregoing Act, House File 313 was published in *The Jefferson Bee*, Jefferson, Iowa on June 14, 1983 and in the *West Des Moines Express*, West Des Moines, Iowa on June 9, 1983.

MARY JANE ODELL, *Secretary of State*

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## CHAPTER 171

### JOB TRAINING PROGRAMS AT AREA SCHOOLS

*H.F. 623*

**AN ACT** to establish an Iowa industrial new jobs training program.

*Be It Enacted by the General Assembly of the State of Iowa:*

Section 1. **NEW SECTION. TITLE.** This Act shall be known and may be cited as the Iowa industrial new jobs training Act.

Sec. 2. **NEW SECTION. DEFINITIONS.** When used in this Act, unless the context otherwise requires:

1. "New jobs training program" or "program" means the project or projects established by an area school for the creation of jobs by providing education and training of workers for new jobs for new or expanding industry in the merged area served by the area school.